

Bureau of Internal Affairs
Special Investigations Section
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03 January 2012
C.R. # 1049904

Statement of: Complainant BERNADINE WILLIAMS DEO, regarding the allegations that the (Unknown) accused, on 22 August 2011, at 3510 S. Michigan, discriminated and harassed the complainant based on her sex, race, color, age, mental, and physical handicap.

Statement taken at: Bureau of Internal Affairs, 3510 S. Michigan Avenue, Chicago IL 60653

Questioned by: SGT C. PETTIS #1184, Unit 121

Typed by: SGT C. PETTIS #1184, Unit 121

Date and Time: Tuesday, 03 January 2012, 084444 hours.

Representative/Attorney Present: None

1 PETTIS: What are your full name, title, employee number and unit of
2 assignment?
3 WILLIAMS: Bernadine J. Williams, Data Entry Operator, [REDACTED] Unit 164
4 Records Processing.
5
6 PETTIS: What is your Date of Appointment to the Chicago Police
7 Department?
8 WILLIAMS: 09 April 1995.
9
10 PETTIS: How long have you worked in your current unit of assignment?
11 WILLIAMS: Since 16 July 2009.
12
13 PETTIS: You are aware that there are no charges or allegations against you
14 and that you are being questioned as a Complainant?
15 WILLIAMS: Yes.
16
17 PETTIS: Are you accompanied by counsel or representative of your
18 choosing, and if so, identify him/her for the record?
19 WILLIAMS: No.
20
21 PETTIS: Do you understand that this is an official Police Department report
22 and that any deviation from the truth could result in charges being
23 placed against you?
24 WILLIAMS: Yes.
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Initials 

1 PETTIS: Rule 14 of the Chicago Police Department's Rules and Regulations
2 prohibits making a false report, written or oral. You may be
3 separated from the Chicago Police Department if you make a false
4 report. Do you understand this?
5 WILLIAMS: Yes.
6
7 PETTIS: Are you ready to give your statement at this time?
8 WILLIAMS: Yes.
9
10 PETTIS: Do you understand that this interview is a continuation of your 29
11 December 2011 interview?
12 WILLIAMS: Yes I do.
13
14 PETTIS: How long were you in the office on the day you say Lt. Smith was
15 looking at your breast while engaged in conversation with you?
16 WILLIAMS: Well about two to three minutes if that long.
17
18 PETTIS: Did Lt. Smith make any comments about your body or chest?
19 WILLIAMS: No.
20
21 PETTIS: Did Lt. Smith make any gestures with his face, mouth, hands or
22 any other body movements while you were having a conversation
23 with him?
24 WILLIAMS: Yes with his face, when I noticed he was looking at my chest, he
25 was smiling, more like a little smirk. And it wasn't an overt
26 gesture it was kind of subtle.
27
28 PETTIS: Can you define or describe to me Lt. Smith's subtle gesture?
29 WILLIAMS: It was like a smile to one side of the face while he was obviously
30 looking at my chest.
31
32 PETTIS: What made his gesture so obvious to you as to what he was
33 observing while talking to you?
34 WILLIAMS: Because I was trying to have a conversation with him about my
35 To/From report, and Lt. Smith was not making direct eye contact
36 with me. And he had a smirk on his face and I noticed that his
37 eyes were looking at my chest.
38
39 PETTIS: How did you respond to what he was doing?
40 WILLIAMS: I abruptly ended the conversation and left his office. And I haven't
41 been in his office since that occurred.
42
43
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1 PETTIS: At any time did you inform Lt. Smith you were uncomfortable?
2 Why not?
3 WILLIAMS: No, for the same reason that we are here today because I didn't
4 want to be discriminated against by bringing that to his attention.
5
6 PETTIS: Why do you believe bringing this to his attention would have
7 caused you to experience some discrimination?
8 WILLIAMS: I'm sure he's aware of what he was doing at the time and I've had
9 the experience in the Chicago Police Department that if I speak out
10 against any sexual innuendo you get discriminated against.
11
12 PETTIS: Has this behavior ever happened before with you and Lt. Smith?
13 WILLIAMS: No.
14
15 PETTIS: How was your relationship with Lt. Smith before this incident?
16 WILLIAMS: I was new to the unit; I did not have a relationship with Lt. Smith?
17
18 PETTIS: Describe for me what discrimination you are aware of or have
19 experienced regarding any sexual innuendo?
20 WILLIAMS: While in Unit 166, there was a Sgt who is no longer with the Dept,
21 I think I was on evenings and I had to go to where the Sgt was
22 located near the front officer to ask him a question, and when I
23 approached his cubical where he was, he was looking at
24 pornography on the internet. Instead of approaching him I turned
25 to leave and he saw me walk away. Later on that evening, he made
26 a sexual comment, I can't remember what it was, I informed him
27 that he would not talk to me in that manner. And I expect him to
28 act accordingly to his assignment which is that of a Sergeant. After
29 I notified him that he would not approach me in that manner, ^{change} like ~~like~~ *rep*
30 his attitude towards me, ^{change} like if I asked if I could take my lunch a
31 little early it was always no. In general his attitude towards me
32 changed.
33
34 PETTIS: Do you recall what the Sgt said that caused you to tell him not to
35 talk to you in the manner in which you described.
36 WILLIAMS: I can't recall exactly what he said, but it was not a conversation
37 that a Sgt should be having with someone he has authority over, it
38 wasn't work related.
39
40 PETTIS: If you did not have a relationship with Lt. Smith, what made you
41 feel you could not address his behavior directly to him?
42 WILLIAMS: Because of the previous incident I described to you in my previous
43 unit.
44
45

1 PETTIS: Are you telling me that Lt. Smith had not said or did anything
2 towards you that would make you feel you could not address his
3 behavior prior to your conversation with him?
4 WILLIAMS: No.
5
6 PETTIS: How soon after the incident with Lt. Smith did you report his
7 behavior?
8 WILLIAMS: Over a year it happened in 2009.
9
10 PETTIS: Why did you wait to report Lt. Smith's behavior that made you feel
11 uncomfortable?
12 WILLIAMS: Well, the way I look at it I have a Master's in Law Enforcement
13 Administration, and from what they taught us while I was in
14 college, he has not properly been trained for his job title. That was
15 just the first incident when I came to the unit.
16
17 PETTIS: So you are telling me you excused his behavior due to his lack of
18 training?
19 WILLIAMS: I did not excuse his behavior. I just attributed to the fact that he
20 has a position that he has not been properly trained for.
21
22 PETTIS: Having advanced degree, why didn't you choose to educate Lt.
23 Smith about the error of his ways?
24 WILLIAMS: At the time the incident occurred, Lt. Smith was on duty in
25 uniform, in Lt's attire; in the color of Law he was acting for the
26 Chicago Police Department.
27
28 PETTIS: What made you report the incident when you finally came
29 forward?
30 WILLIAMS: Because of my observation of his progressive discriminatory
31 practices.
32
33 PETTIS: Based on your description of what happened while you were in Lt.
34 Smith's office, why do you feel Lt. Smith discriminated or
35 harassed you based on sex?
36 WILLIAMS: I felt because of my gender which is female, he would not have
37 done that to a male. In a manner that would make you
38 uncomfortable. If I was a male he would not have conducted
39 himself in that manner.
40
41 PETTIS: What did Lt. Smith do next that caused you to feel his
42 discriminatory conduct was progressing?
43 WILLIAMS: Typically once a year, that unit (164) does what they call cross-
44 training. Lt. Smith assigns who goes to what section. 164 has
45 several smaller sections that make up the entire unit. When it's

1 time for cross- training, Lt. Smith assigns employees to go into
2 different sections from what they normally work and the length of
3 time. The only people that cross-train is females; the males are not
4 sent to cross train and they have the same job titles. This is
5 discrimination based on Sex. The female only cross-training took
6 place once in 2010 and again in April 2011.
7
8 PETTIS: What are the proportions of women to men in your Unit that are
9 civilian Date Entry Operators?
10 WILLIAMS: There are about 45 women and 4 men.
11
12 PETTIS: You stated that he looked at your chest in 2009, did the women
13 only cross-training in 2010 and 2011, what happened next that
14 caused you to come forward with allegations of discrimination
15 based on Sex?
16 WILLIAMS: That was the last discriminatory act based on Sex.
17
18 PETTIS: How have you been harassed or discriminated against based on
19 your race?
20 WILLIAMS: I used to work in a certain section of Unit 164, corrections. The
21 only people back there were black females. That became my
22 permanent position after I came to the Unit in 2009 a couple of
23 months after July.
24
25 PETTIS: How long did you work in that section?
26 WILLIAMS: Until June of 2011.
27
28 PETTIS: What is the proportion of African American women to other races
29 in your Unit that are DEO's?
30 WILLIAMS: Of the 45 civilian women DEO's only 4 are non African American.
31
32 PETTIS: Why were you taken out of corrections?
33 WILLIAMS: Lt. Smith or Joe Perfetti, they disbanded the corrections sections.
34
35 PETTIS: What reason were you given for this being done?
36 WILLIAMS: The Dept was no longer going to do the delinquent reports in
37 records; this is now going to be done on the district level.
38
39 PETTIS: Where did the DEO's from corrections go?
40 WILLIAMS: There were a total of 4, myself and Yolanda Mitchell went to
41 typing pool, Betty Whitehead continues to keep track of delinquent
42 reports and Laverne Hood went back to processing mail.
43
44 PETTIS: What other form of racial discrimination or harassment have you
45 encountered?

1 WILLIAMS: We have performance evaluations and before the corrections
2 section was disbanded our immediate supervisor, Sam Perryman,
3 evaluated me and I was doing an excellent job, but my score was
4 much lower than my actual performance.
5
6 PETTIS: By what method did you receive this evaluation?
7 WILLIAMS: On an evaluation form. When I asked him why my score was so
8 low, he stated that the Lt. asked him to lower your score.
9
10 PETTIS: The Lt. that you speak of is Lt. Smith?
11 WILLIAMS: Yes.
12
13 PETTIS: Who told you were doing an excellent job?
14 WILLIAMS: Sam Perryman, Betty Whitehead, and myself.
15
16 PETTIS: Was this written on a report or an evaluation?
17 WILLIAMS: It was done verbally.
18
19 PETTIS: When did he tell you that you were doing an excellent job?
20 WILLIAMS: After I had been trained a couple of months before I received my
21 evaluation.
22
23 PETTIS: What did he say?
24 WILLIAMS: He told me I was a doing a good job I really caught on. The job
25 required that we access various screens and provide a monthly
26 report and I was doing a good job of perfecting this task.
27
28 PETTIS: Did Perryman provide you with a reason for Lt. Smith wanting
29 your score lowered?
30 WILLIAMS: No
31
32 PETTIS: What were those scores?
33 WILLIAMS: The highest rating was a 4 and the non African Americans scores
34 were 4's and 3's and mine were 2's. I compared my scores to that
35 of a non African American; I rather not give her name, whom does
36 not do any work and stays on the phone most of the day and her
37 scores were higher than mine.
38
39 PETTIS: Were there any African Americans that received 4's and 3's?
40 WILLIAMS: That I don't know. In Section of Rule XIV – Application of
41 Results of Performance Evaluation in City of Chicago Personnel
42 Rules, it states "the result of performance evaluations shall be
43 considered in determining salary increases for meritorious service
44 of denial of salary increases related to performance. The
45 performance ratings of employees may be used as: a basis for

1 termination or retention; as a factor in promotional examinations;
2 and as a factor in transfers, reinstatements, and disciplinary actions
3 including discharges." I believe he lowered my evaluation because
4 of my race.
5
6 PETTIS: The person you are comparing your work to, where do they sit in
7 relation to where you're located?
8 WILLIAMS: At that time that person sat about ten feet away.
9
10 PETTIS: How do you know they aren't doing any work?
11 WILLIAMS: We had to search the files and once we processed the delinquent
12 reports we had place them in the files immediately behind her and
13 you could tell she wasn't doing work. She was either on the phone
14 or drinking tea. She was supposed to be processing mail and files
15 and wasn't doing that, she did some work but compared to us
16 having to be on the terminal the whole time, she wasn't doing
17 much.
18
19 PETTIS: Has this person ever done the task that you were performing?
20 WILLIAMS: No.
21
22 PETTIS: Have you ever done the task that she performed?
23 WILLIAMS: Yes.
24
25 PETTIS: Were you able to talk on the phone and drink tea while processing
26 mail?
27 WILLIAMS: No, I was monitored by my supervisor more closely because he
28 was told to do so.
29
30 PETTIS: Who told you that Perryman was to monitor you closely?
31 WILLIAMS: Nobody told me, I could see if for myself.
32
33 PETTIS: What did you see?
34 WILLIAMS: That if I got up to use bathroom or if I left the unit, my co-workers
35 would say the Sgt was looking for you.
36
37 PETTIS: Based on what you have described to me, how is this racial
38 discrimination?
39 WILLIAMS: That my score was lower than the non-African American.
40
41 PETTIS: Do you have a different assessment of discrimination based on
42 color or does your racial assessment satisfy for color as well?
43 WILLIAMS: Yes.
44
45

1 PETTIS: How have you been harassed or discriminated against based on
2 your age?
3 WILLIAMS: It is not so much age I don't think, but the ladies that retired from
4 guns and Alpha from 164 and their position was open or available,
5 and the positions were not filled according to seniority, but by
6 younger DEO's with less seniority.
7
8 PETTIS: How many positions are you speaking of?
9 WILLIAMS: In Alpha two ladies retired, guns, one civilian retired.
10
11 PETTIS: Did you ask to work in Alpha or Guns? Why not?
12 WILLIAMS: No, I had already been placed in corrections, which I thought was
13 permanent.
14
15 PETTIS: Was Alpha and Guns part of the cross-training you spoke of
16 earlier?
17 WILLIAMS: Yes.
18
19 PETTIS: How is it decided who gets cross-trained?
20 WILLIAMS: Lt. Smith.
21
22 PETTIS: How have you been harassed and or discriminated against based on
23 your mental and physical handicap?
24 WILLIAMS: My FMLA took effect on the 06th of January 2011; John Spellman
25 under the direction of Lt. Smith gave me a CR number because I
26 had to leave work early on January 20, 2011. Prior to January
27 2011, I had submitted FMLA forms for Lt. Smith to sign and he
28 refused to sign them, he wanted to know what my disability was. I
29 had been informed by Deborah of the Chicago Police Department's
30 Human Resources Section that it was not necessary for my
31 supervisors to know what my illnesses were. I received a form
32 letter from Internal Affairs on the 13th of December 2011 that the
33 CR investigation initiated by Spellman was EXONERATED.
34 These prior acts initiated by my supervisors at the direction of Lt.
35 Smith I consider to be harassment and discriminatory.
36
37 PETTIS: What did you say to Lt. Smith when he refused to sign your FMLA
38 forms?
39 WILLIAMS: Nothing I did not have direct contact with Lt. Smith, I just received
40 the forms back from Perryman unsigned.
41
42 PETTIS: How has the aforementioned discrimination and harassments
43 regarding, race, age, mental and physical handicap, affected your
44 work performance?

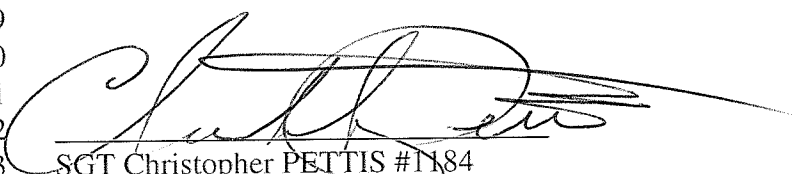
1 WILLIAMS: By creating a hostile work environment and the on going
2 harassment and discrimination aggravates my ADA mental and
3 physical handicap which has been documented to the department
4 by my doctors. This information is in my personnel file along with
5 my family medical leave forms in Human Resources. I feel like
6 I'm walking on pins and needles, I'm treated as a child as opposed
7 to an adult. If I get up and I go to ladies room, I'm questioned
8 about how long I'm in there or someone will come look for me.
9 The week of 26 December 2011, Martha Gray, the civilian
10 supervisor, questioned where I was when I returned from the ladies
11 room. She informed me that Sgt Spellman was looking for me.
12 She never stated why.
13
14 PETTIS: Did you go and find the Sgt? If not why?
15 WILLIAMS: No, she did not say that he wanted anything.
16
17 PETTIS: What are you attributing this line of questioning to?
18 WILLIAMS: I know a supervisor's job is to supervise, but to be asked ever time
19 you get up from your desk, where are you going or where have you
20 been, someone is telling them to monitor me closely. It has to be a
21 supervisor over Martha Gray, Perryman and Spellman. That
22 person is Lt. Smith possibly.
23
24 PETTIS: Have you ever directly addressed any harassment with your
25 supervisor?
26 WILLIAMS: No because I know the origin of the harassment stems from the
27 ~~from~~ office, Lt. Smith. Lt. Smith is in charge and he directs Sgt
28 Spellman who directs Gray and Perryman who directs me.
29
30 PETTIS: What made you bring these allegations now?
31 WILLIAMS: They are on going and I don't really see any termination of the
32 harassment in the future unless it's addressed by someone with a
33 higher authority.
34
35 PETTIS: Do you have any witnesses to the harassment or discrimination of
36 which you previously spoke?
37 WILLIAMS: It can be documented for the sex discrimination that only the
38 civilian females where cross-trained in Unit 164, Yolanda Mitchell
39 and myself were the only two from corrections section that were
40 cross-trained. You can ask Perryman about the racial
41 discrimination regarding my performance. The young ladies with
42 less seniority in the Alpha and Gun section, Shalina Zavala in
43 Guns and Linda in Alpha are the only two that come to mind.
44 Roxanne Williams can testify that any open positions are filled not
45 by seniority.

1
2 PETTIS: Have you or the people you've mentioned applied or sought other
3 job positions?
4 WILLIAMS: No.
5
6 PETTIS: Are you aware of any other incidents involving Lt. Smith with
7 regards to Sexual harassment?
8 WILLIAMS: No.
9
10 PETTIS: Are you aware of any other incidents involving Lt. Smith with
11 regards to racial discrimination?
12 WILLIAMS: No.
13
14 PETTIS: Are you aware of any other incidents involving Lt. Smith with
15 regards to age discrimination?
16 WILLIAMS: By not going with the seniority list when filling positions, he not
17 only discriminated against me, but the older ladies with more
18 seniority.
19
20 PETTIS: To your knowledge, has anyone other than you applied for
21 vacancies for which they have seniority and been turned down?
22 WILLIAMS: We are not offered the options of filling those positions. They are
23 filled by who ever Lt. Smith determines he wants to fill them.
24
25 PETTIS: Are you aware of any other incidents where Lt. Smith has
26 discriminated against someone based on mental and physical
27 handicap?
28 WILLIAMS: Yes, Linda Mota, she has problems with her wrist and Roxanne
29 Williams both are in Unit 164, I think they were discriminated
30 against by Lt. Smith by being put in the typing pool where they are
31 required to produce a quota of work which is difficult with wrist
32 problems. Also in the typing pool if you don't meet the quota of
33 reports you are reprimanded and given days off for not meeting the
34 quota.
35
36 PETTIS: Do you know why Lt. Smith has discriminated against you
37 racially?
38 WILLIAMS: Because he is biased.
39
40 PETTIS: Do you know why Lt. Smith has discriminated against you based
41 on your age?
42 WILLIAMS: No I'm not sure
43
44
45

1 PETTIS: Do you know why Lt. Smith has discriminated against you based
2 on your mental and physical handicap?
3 WILLIAMS: From my experience with him, he doesn't have the apathy for
4 people under his command.
5
6 PETTIS: How do you feel about the discrimination /harassment you have
7 experienced under the direction of Lt. Smith?
8 WILLIAMS: As I stated earlier, he represents the Dept. A person with power
9 should have the skills to delegate his officer of authority according
10 to the laws of the City, the Department, and moral integrity.
11
12 PETTIS: Is there any information that you would like to add to this
13 statement at this time?
14 WILLIAMS: Yes I would like to come to work without being discriminated
15 against and harassed.
16
17 PETTIS: After reading this statement consisting of 11 pages and finding it to
18 contain accurately the questions asked and the responses that you
19 have given, will you sign it?
20 WILLIAMS: Yes
21
22 PETTIS: You are being informed that this is an ongoing investigation and
23 that you are not to discuss your statement or reveal your statement
24 with anyone other than your attorney or union representative, do
25 you understand?
26 WILLIAMS: Yes

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28
29 This statement is concluded at 1428 hrs.
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Bernadine J. Williams DEO, Unit 164

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43 SGT Christopher PETTIS #1184
44 Special Investigations Section
45 Bureau of Internal Affairs